

## Agenda

Eau Claire County  
Committee on Judiciary and Law Enforcement  
Wednesday, September 28, 2022 – 3:00 PM  
County Courthouse, Room 3420  
721 Oxford Avenue, Eau Claire, WI 54703  
& Virtual via Cisco WebEx

**Join via WebEx Online:**

[Meeting Link](#)

**Meeting Number:** 2596 738 5690

**Password:** JudLaw

**Join via Phone:**

**Dial In:** 1-415-655-0001

**Access Code:** 2596 738 5690

**Passcode:** 583529

**Notice Regarding Public Comment:** *Members of the public wishing to make comments are encouraged to email Eric Huse at [Eric.Huse@da.wi.gov](mailto:Eric.Huse@da.wi.gov) at least 30 minutes prior to the start of the meeting. You will be called on during the Public Comment session to make your comments.*

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1. Call to Order
2. Confirmation of Public Meeting Notice
3. Call of the Roll
4. Public Comment
5. Approve Minutes from August 24, 2022 Meeting – discussion/action pg. 3
6. System of Care Program Overview – discussion
7. Project Lifesaver Program Review – discussion/action
8. Criminal Justice Collaborating Council Update – discussion
  - a. [Data Dashboard Link](#)
9. Sheriff's Office – discussion
  - a. Jail population, staffing, & COVID-19 response
10. Resolution 22-23/049 – *Authorizing the Eau Claire County Human Resources Department to Address the Identified Compensation Anomaly as Recommended Through the Total Rewards Project Pertaining to Two Judicial Assistant Positions of the Two Employees with the Highest Amount of Time Employed in the Judicial Assistant Position* – discussion/action pg. 5
11. Resolution 22-23/060 – *Requesting the State of Wisconsin Review and Revise the Entry Level Compensation Rate for Assistant District Attorneys* – discussion/action pg. 9
12. Proclamation – *Proclaiming and Recognizing Sheriff Ronald Cramer's Service to the Eau Claire County Sheriff's Office Since 1975 and his Service as Eau Claire County Sheriff Since 1996* – discussion pg. 11

Posted: 09/26/2022

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Note: Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities through sign language, interpreters, remote access, or other auxiliary aids. Contact the clerk of the committee or County Administration for assistance (715-839-5106). For additional information on ADA requests, contact the County ADA Coordinator at 715-839-6945, (FAX) 715-839-1669, or 715-839-4735, TTY: use Relay (711) or by writing to the ADA Coordinator, Human Resources Department, Eau Claire County Courthouse, 721 Oxford Ave., Eau Claire, Wisconsin 54703

13. Set Future Meeting Dates – discussion/action
  - a. October 26, 2022 at 3:00 PM
  
14. Set Future Agenda Item(s) – discussion/action
  - a. Department review of Administrator’s budget
  - b. Sheriff’s Office
    - i. DHS investigation update
    - ii. Communications network / Digital radios
    - iii. Protective Status legislation update
  - c. Policies/procedures for proper execution of search warrants
  - d. Policies/procedures for officer involved critical incidents
  - e. Committee oversight duties and responsibilities review
  
15. Adjourn

**Minutes**  
Eau Claire County  
Committee on Judiciary and Law Enforcement  
Wednesday, August 24, 2022 – 3:00 PM  
County Courthouse, Room 3420  
721 Oxford Avenue, Eau Claire, WI 54703  
& Virtual via Cisco WebEx

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**Members Present:** Brett Geboy\*, Allen Myren^, Stella Pagonis^, Connie Russell, and Gerald Wilkie.

**Others Present In Person:** Supervisor Dane Zook, Corporation Counsel Sharon McIlquham, Human Resources Director Jessica McDonald, Clerk of Circuit Court Susan Schaffer, Captain Dave Riewestahl, District Attorney Peter Rindal, Criminal Justice Services Director Tiana Glenna, and Eric Huse.

**Others Present via Cisco WebEx:** Judge John Manydeeds and Finance Director Norb Kirk.

**Call to Order**

The meeting was called to order by Chairperson Wilkie at 3:00 PM.

**Confirmation of Public Meeting Notice**

The Clerk confirmed the meeting was properly noticed to the public.

**Call of the Roll**

The Clerk called the roll. Attendance is noted above.

**Public Comment**

No public comment was made.

**Approval of Minutes from July 27, 2022 Meeting**

Supervisor Pagonis moved to approve the minutes from the July 27, 2022 meeting. The minutes were adopted as published in the meeting materials via 4-0 voice vote.

***Resolution 22-23/049 – Authorizing the Eau Claire County Human Resources Department to Address the Identified Compensation Anomaly as Recommended Through the Total Rewards Project Pertaining to Two Judicial Assistant Positions of the Two Employees with the Highest Amount of Time Employed in the Judicial Assistant Position***

- Judge John Manydeeds provided an overview of the issue that the resolution addresses.

\*Supervisor Geboy arrived at this time.

- Chairperson Wilkie provided background information regarding the process through which this issue was raised and resolution developed. Corporation Counsel Sharon McIlquham provided additional information regarding the recent wage study completed by consultant HR InTune and recommended the Committee postpone action so more widespread, comprehensive action regarding wages can be taken.
- Supervisor Pagonis moved to postpone action on the resolution until a special meeting of the Committee on Thursday, September 22, 2022 at 3:00PM with any such future action taken retroactively imposed to today's date. The motion **passed** via 5-0 voice vote.

**Criminal Justice Collaborating Council Update**

- **Report from Supervisor Pagonis**

- Supervisor Pagonis provided a brief review of the Criminal Justice Collaborating Council (CJCC) meeting that occurred on Wednesday, August 17, 2022. Supervisor Pagonis reported the discussion at the CJCC meeting included topics of mental health, trends indicating felony case filings involving drugs increasing, adequate housing and space for the

unhoused population, restorative justice expansion, and electronic monitoring. The Committee engaged in general discussion.

^Supervisors Pagonis and Myren left the meeting at this time.

- **Dashboard Review**

A link to the dashboard website was included in the meeting materials. Director Glenna noted the data continues to be updated as access to Wisconsin Circuit Court Access data was just reobtained. The Committee did not specifically review the dashboard.

#### **Sheriff's Office**

- **Protective Status update**

- Corporation Counsel Sharon McIlquham, Captain Riewestahl, and Eric Huse provided information relayed by the Wisconsin Counties Association (WCA) about the prospect of the state legislature codifying protective status for correctional officers. WCA is optimistic that the legislature will take action in the next term.

- **Jail population, staffing, & COVID-19 response**

- Captain Dave Riewestahl noted that jail population is nearing March 2020 levels; 182 individuals are currently in the care of the Eau Claire County Jail. Seven resignations have been received through as of this meeting date. There are currently 10 vacancies (2 staff are in field training, 2 open corporal positions, and 6 positions are actively being recruited for). Captain Riewestahl also stated that State and federal authorities are reviewing COVID-19 policies and procedures for correctional facilities. The Sheriff's Office will implement as revised policies and procedures as appropriate.

#### **Future Meeting Dates**

- A special meeting of the Committee on Judiciary and Law Enforcement was scheduled for September 22, 2022 at 3:00PM.
- The next regular meeting of the Committee on Judiciary and Law Enforcement was scheduled for September 28, 2022 at 3:00 PM.

#### **Future Agenda Items**

- System of Care overview
- Sheriff's Office
  - Jail population, staffing, & COVID-19 response
  - Update on DHS Investigation
  - Communications network / Digital radios
  - Recruitment, retention, protective status, and other challenges for correctional officers
- Policies/procedures for proper execution of search warrants
- Policies/procedures for officer involved critical incidents
- Committee oversight duties and responsibilities review

#### **Adjournment of Committee on Judiciary & Law Enforcement**

The Committee on Judiciary & Law Enforcement was adjourned by Chairperson Wilkie at 4:20 PM.

Respectfully Submitted:

Eric Huse  
Committee Clerk

FACT SHEET

TO FILE NO. 22-23/049

This resolution authorizes the Eau Claire County Human Resources Department to address and resolve the identified compensation issues as recommended through the Total Rewards Project.

This resolution specifically authorizes the Human Resources Department to address compensation anomalies regarding two judicial assistant positions. This results in a change in salary a change from step 8 to step 9 for the longest serving judicial assistant and a change in salary for the second longest serving judicial assistant from step 5 to step 7. The combined fiscal impact of these changes are \$894.93 for 2022 and \$1,923.19 for 2023. See next page for fiscal information.

These compensation strategies will be continued to be addressed with other county positions identified by the consultant, HR InTune, as positions where the compensation is not reflective of the market rate.

Fiscal Impact:

Calculated fiscal impact for 2022, beginning with an increase on 9/9/2022 payroll through 1/13/2023 payroll (10 pay periods) at 80 hours/pay period. Calculated fiscal impact for 2023, based on 1,040 hours for each half of the year.

Respectfully submitted:

Jessica McDonald  
Human Resources Director

Position 1		Position 2	
2022 Hrs	800	2022 Hrs	800
H-8	22.98	H-5	21.97
H-9	23.30	H-7	22.63
Rate Increase	0.32	Rate Increase	0.66
Fiscal Impact		Fiscal Impact	
Wages	256.00	Wages	528.00
Soc Sec	19.58	Soc Sec	40.39
WRS	16.64	WRS	34.32
<b>2022 Impact</b>	<b>292.22</b>	<b>2022 Impact</b>	<b>602.71</b>
2023 Hrs	2080	2023 Hrs	2080
H-8	23.67	H-5	22.63
H-9	24.00	H-7	23.31
Jan-Jun Increase	0.33	Jan-Jun Increase	0.68
H-9	24.00	H-7	23.31
H-10	24.25	H-8	23.67
Jul-Dec Increase	0.25	Jul-Dec Increase	0.36
Fiscal Impact		Fiscal Impact	
Wages		Wages	
Jan-Jun	343.20	Jan-Jun	707.20
Jul-Dec	260.00	Jul-Dec	374.40
Ttl Wages	603.20	Ttl Wages	1,081.60
Soc Sec	46.14	Soc Sec	82.74
WRS	39.21	WRS	70.30
<b>2023 Impact</b>	<b>688.55</b>	<b>2023 Impact</b>	<b>1,234.64</b>

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3 AUTHORIZING THE EAU CLAIRE COUNTY HUMAN RESOURCES DEPARTMENT TO  
4 ADDRESS THE IDENTIFIED COMPENSATION ANOMALY AS RECOMMENDED THROUGH  
5 THE TOTAL REWARDS PROJECT PERTAINING TO TWO JUDICIAL ASSISTANT POSITIONS OF  
6 THE TWO EMPLOYEES WITH THE HIGHEST AMOUNT OF TIME EMPLOYED IN THE JUDICIAL  
7 ASSISTANT POSITION

8  
9 WHEREAS, Eau Claire County’s Total Rewards Project (also referred to as Performance-Based  
10 Transformational Consultation Project) was included in the Eau Claire County 2022 budget to, among  
11 other things, ensure employment positions within the county are competitive with the job market and to  
12 address possible salary issues, including but not limited to pay anomalies, salary compression, and  
13 persistent labor shortages; and

14  
15 WHEREAS, HR InTune, a Human Resources consulting firm, was contracted to complete  
16 recommendations to Eau Claire County Human Resources Department regarding compensation strategies  
17 to address any identified compensation issues; and

18  
19 WHEREAS, in order to address compensation issues identified by HR InTune, the Eau Claire  
20 County Human Resources Department is hereby authorized to implement reasonable compensation  
21 strategies to address identified and recommended adjustments; and

22  
23 WHEREAS, compensation anomalies have been identified pertaining to two judicial assistant  
24 positions, who are the two employees with the highest amount of time employed in the judicial assistant  
25 position; and

26  
27 WHEREAS, the recommended change in salary results in a change from step 8 to step 9 for the  
28 longest serving judicial assistant and a change in salary for the second longest serving judicial assistant  
29 from step 5 to step 7; and

30  
31 WHEREAS, the combined fiscal impact of these changes are \$894.93 for 2022, and \$1,923.19 for  
32 2023; and

33  
34 WHEREAS, identified compensation issues will continue to be addressed regarding Eau Claire  
35 County staff positions as recommended by the study completed by HR InTune for those positions where  
36 the compensation is not reflective of the market rate and/or there are other identified compensation  
37 anomalies.

38  
39 NOW, THEREFORE BE IT RESOLVED that the Eau Claire County Board of Supervisors  
40 hereby authorizes the Eau Claire County Human Resources Department to address and resolve the  
41 identified compensation issues as recommended through the Total Rewards Project regarding two  
42 judicial assistant positions, pertaining to two judicial assistant positions with the highest amount of time  
43 employed in the judicial assistant position, and adopt the recommended change from step 8 to step 9 for  
44 the longest serving judicial assistant and a change in salary for the second longest serving judicial  
45 assistant from step 5 to step 7.

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ADOPTED

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Committee on Judiciary and Law Enforcement  
Dated this \_\_\_\_\_ day of August, 2022.

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Committee on Administration  
Dated this \_\_\_\_ day of September, 2022.

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Committee on Human Resources  
Dated this \_\_\_\_\_ day of August, 2022.



## FACT SHEET

### TO FILE NO. 22-23/060

This resolution originated in Winnebago County where it was considered and approved by the Winnebago County Board's Judiciary and Public Safety Committee. The resolution is asking the State of Wisconsin to review and revise the starting compensation rate for Assistant District Attorneys to be more consistent and competitive with market trends and other public and private sector attorney positions.

Assistant District Attorneys are appointed by the District Attorney of the county they serve to carry the duties required by law to be performed by the District Attorney. Assistant District Attorneys are vital components of Wisconsin's criminal justice system. They are entrusted with significant discretion and tasked with representing the people of the State of Wisconsin in criminal prosecution actions. Despite this awesome responsibility, starting wages are grossly disproportionate and substantially trail other like public sector attorney positions.

For comparison, the table below lists wage rates for local public sector attorney positions.

Position	Hourly Rate (Annual Salary)
Statewide – Assistant District Attorney	\$26.70 (\$55,536)
Eau Claire County Assistant Corporation Counsel	\$47.72–\$58.50 (\$99,262.60–\$121,681.00)
Chippewa County Deputy Corporation Counsel	\$44.86–\$60.56 (\$93,308.80–\$125,964.80)
Dunn County Assistant Corporation Counsel	\$40.25–\$52.84 (\$83,720.00–\$109,907.20)
Clark County Assistant Corporation Counsel	\$40.31–\$51.12 (\$83,844.80–\$106,329.60)
Court of Appeals Law Clerk	\$31.84–\$32.90 (\$66,227.20–\$68,432.00)

As a result of the low starting wage for Assistant District Attorneys, recruitment—and subsequent retention—of high-quality attorneys is challenging. Additionally, the demands placed on prosecutors will only continue to increase in complexity and number in the coming years. It is imperative that district attorney offices be able to attract and retain the highest caliber employees to ensure the continued protection and safety of their communities. Without action by the State to address the inequity and pay discrepancy, recruitment and retention will only become more challenging. The State of Wisconsin must be fervently encouraged to review and revise the compensation rate for Assistant District Attorneys.

**Fiscal Impact:** None.

Respectfully Submitted,



Eric Huse  
Operations Manager  
District Attorney's Office  
Eau Claire County, Wisconsin

2  
3 REQUESTING THE STATE OF WISCONSIN REVIEW AND REVISE THE ENTRY LEVEL  
4 COMPENSATION RATE FOR ASSISTANT DISTRICT ATTORNEYS  
5

6 WHEREAS, Assistant District Attorneys serve as the backbone of the State of Wisconsin’s ability to  
7 prosecute cases in all of its seventy two counties; and  
8

9 WHEREAS, any shortage of these Assistant District Attorneys creates backups in the justice system,  
10 which can lengthen cases, create more pressure on existing staff and delay or deny justice to individuals  
11 party to these cases; and  
12

13 WHEREAS, the entry level compensation rate for Assistant District Attorneys in Wisconsin in 2022  
14 \$26.70 per hour or approximately \$55,000 per year; and  
15

16 WHEREAS, this entry level compensation rate for Assistant District Attorneys has not kept up with  
17 the rate of inflation and sits well below the national average for similar positions in District Attorney offices  
18 across the country; and  
19

20 WHEREAS, this entry level compensation rate for Assistant District Attorneys sits below other public  
21 sector attorney positions in both Eau Claire County and around the State of Wisconsin; and  
22

23 WHEREAS, this entry level compensation rate for Assistant District Attorneys is not competitive in  
24 today’s workforce environment, accelerates staffing turnover in District Attorney offices around the State  
25 of Wisconsin and endangers public safety; and  
26

27 WHEREAS, in an effort to make District Attorney offices more competitive in their entry level  
28 compensation offerings for Assistant District Attorneys, Eau Claire County requests that the State of  
29 Wisconsin review and revise the entry level compensation rate for Assistant District Attorneys to remain  
30 competitive with similar positions in District Attorney offices around the country, other public sector  
31 attorney positions, and the private sector, as well as to keep up with the rate of inflation.  
32

33 NOW, THEREFORE, BE IT RESOLVED, the Eau Claire County Board of Supervisors hereby  
34 requests the State of Wisconsin review and revise the entry level compensation rate for Assistant District  
35 Attorneys in order to remain competitive with similar positions in district attorney offices around the  
36 country, other public sector attorney positions, and the private sector, as well as to keep up with the rate of  
37 inflation.  
38

39 BE IT FURTHER RESOLVED, that the Eau Claire County Board of Supervisors directs the county  
40 clerk to forward a copy of this resolution to the Office of the Governor for the State of Wisconsin, members  
41 of the Wisconsin Assembly and Senate, every county in the State of Wisconsin, and the Wisconsin Counties  
42 Association.  
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44 ADOPTED

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PROCLAMATION

PROCLAIMING AND RECOGNIZING SHERIFF RONALD CRAMER’S SERVICE TO THE  
EAU CLAIRE COUNTY SHERIFF’S OFFICE SINCE 1975 AND HIS SERVICE AS EAU  
CLAIRE COUNTY SHERIFF SINCE 1996

WHEREAS, Ronald Cramer began his employment as a Deputy Sheriff for Eau Claire County in 1975, serving as a Reserve Deputy, Patrol Deputy, Jailer, Civil Process Server, and a Detective; and

WHEREAS, Ronald Cramer began serving the West Central Drug Task Force in 1990, serving as an Investigator, Supervisor, and Project Director; and

WHEREAS, Ronald Cramer graduated from the FBI National Academy in Quantico, Virginia, in 1999; and

WHEREAS, during his time as Eau Claire County Sheriff, Ronald Cramer was actively involved in the Eau Claire County DARE program and charitable events such as Cop-on-a-Rooftop and Kids-N-Cops; and

WHEREAS, Ronald Cramer was elected Eau Claire County Sheriff in 1996 and continued to serve as Sheriff until September 2022.

NOW, THEREFORE, BE IT RESOLVED, that the Eau Claire County Board of Supervisors hereby recognizes the dedicated service to Eau Claire County by Sheriff Ronald Cramer; and

BE IT FURTHER RESOLVED, the Eau Claire County Board of Supervisors extends its sincere gratitude, appreciation, and recognition to Sheriff Ronald Cramer for his 47 years of service as a law enforcement officer in Eau Claire County; and

BE IT FINALLY RESOLVED, the Eau Claire County Board of Supervisors extends its sincere gratitude, appreciation, and recognition to Sheriff Ronald Cramer for his 26 years of service as Eau Claire County Sheriff.

NOW, THEREFORE, THE EAU CLAIRE COUNTY BOARD OF SUPERVISORS does hereby proclaim and recognize Sheriff Ronald Cramer for his service to Eau Claire County, Wisconsin.

NOW, THEREFORE, I, Nick Smiar, chair of the Eau Claire County Board of Supervisors, do hereby proclaim and recognize:

Sheriff Ronald Cramer for his service to Eau Claire County, Wisconsin.

PRESENTED: This \_\_\_\_ day of October, 2022.

\_\_\_\_\_  
Nick Smiar, Eau Claire County Board Chair